Achieving Success as a Clinician
Strategies for Succeeding in Academia when your Primary Role is Focused on Providing Clinical Care
Presenters

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Agenda -

1) Community Building
2) Topics relevant to success, satisfaction, happiness and promotion
3) Questions and Answers
What was the biggest thing that surprised you about working at UCSF that you learned after starting your work?
Topics

1. Why Have We Chosen to Practice Clinical Medicine at UCSF?
2. Do you understand what is required in your academic series for advancement? If not, how do you find out?
Topics

3. How to have a productive annual meeting with your division or department Chief or Chair?
4. Mentoring

• The mentor you are assigned vs. the one(s) you choose

• How do you know if you are in a good mentoring relationship?
Topics

5. How to get credit for the work you do

6. How to choose which opportunities to take on (for example- committee work). When?
Topics
7. Imposter Syndrome
Topics

8. Organization of materials for CV and keeping the document updated
Topics

9. How to develop "outside" references for advancement to Associate Professor and the general topic of looking ahead

*Building community in the time of COVID
10. Teaching

- How to balance teaching with clinical and administrative work

- How teaching and education fits into academic advancement
Topics

10. Teaching Continued…Faculty development on the run

LACE mini-modules on feedback: http://tiny.ucsf.edu/feedbackskills

F2 Video Modules: https://meded.ucsf.edu/faculty-educators/faculty-development/bridges-faculty-development-foundations-2-resources

AOC initiative resources: https://meded.ucsf.edu/faculty-educators/faculty-development-all/aoc-initiative-resources-and-tools/aoc-initiative-resources-clinical-learning-environment#

Center for Faculty Educators: https://wiki.library.ucsf.edu/display/TBS

  TOP observation program
  Skills workshops
  UCSF TEACH certificates
  Educational Scholarship Conference (ESCape)
11. Clinical Leadership

What opportunities are available to you?
Choosing the right fit
Administrative roles
12. Working effectively with your interprofessional peers

**Pitfalls:**
- Seeing one's own profession as the center of health care delivery
- Toxic attitudes in the world about other professions
- Complicated supervisory structures
- Trainee issues

**Strategies for Success:**
- Cultivate respect and curiosity
- Be slow to judge others
- Teach, train, research, write, and collaborate with other professions whenever possible
- Avoid viewing any other profession as an extension of yours; instead see how they complement each other to care for the whole patient
13. Burnout

**Burnout syndrome:**
"a chronic response to stress in the workplace characterized by a physical, mental and emotional state of exhaustion that reduces the sense of personal and professional fulfillment"
(Maresca et al, 2022)

**Risk factors:**
- Conflicts and financial problems at work
- Work overload
- Communication problems
- Organizational problems
- Poorly defined roles and boundaries
- Low self-compassion

**Ways to treat it:**
- Vacation
- Rest periods and physical/emotional distancing
- Social and emotional support
- Physical activity and self-care

Topics

14. How to promote diversity, equity and inclusion in your work

https://medschool.ucsf.edu/differences-matter
Teach for UCSF - Equity and Inclusion- http://tiny.ucsf.edu/T4UCSFTEI
Become a DEI Champion- https://meded.ucsf.edu/faculty-educators/faculty-development/diversity-equity-and-inclusion-champion-training
Topics

15. Keeping Up With the Medical Literature
Questions?
Thank You!

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